

**Memorandum of Understanding
Between
Montana Department of Transportation
&
Montana Public Employees Association**

This memorandum of understanding is entered into by the Montana Department of Transportation herein referred to as the Department, and the Montana Public Employees Association, herein referred to as the Union.

**Montana Department of Transportation
Policy #3-0808 July 1, 2013
Pay Actions Policy**

Reorganization/reclassification: A change in position responsibilities, job code, title and/or pay band resulting from a change in a section, bureau, division or agency structure. Pay adjustment effective date will occur according to the supervisor's signature on the job profile. Employees in reorganized positions that have been downgraded due to reclassification were given six month grace period pay protection in accordance with the Pay Actions Policy #3-0808.

The Union and the Department agreed to extend the six month pay protection period for an additional three months (to conclude on August 8th, 2014) for the following employees Judy Bauer (position number 20018), Debbie Gibson (position number 21035) and Jane Shaff (position number 21046).

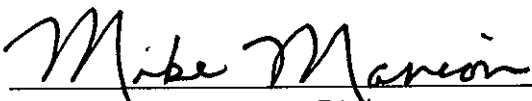
The Department and the union agreed to discuss the pay protection period of the above employees prior to August 8th, 2014 implementation.

The Department and the Union met on June 23, 2014 and agreed to red circle the above employees.

It is agreed this is a onetime exception and will not set precedence in any further reorganization/reclassifications actions taken by the Department.

DATED this 16th day of July, 2014

FOR: STATE OF MONTANA

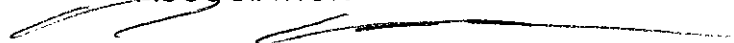


Mike Mahion, Deputy Director
State Office of Labor Relations



Mike Tooley, Director
Department of Transportation

FOR: MONTANA PUBLIC EMPLOYEES
ASSOCIATION



Quinton Nyman, Executive Director